

Union Tanning Company

TANNING DEPARTMENT

17 BATTERY PLACE

G.W.CHILDS

New York, March 23, 1917.

Mr. S. N. Hench,
C/o Greenbrier Tannery,
Marlinton, W. Va.

Dear Sir:

We have had to make so many changes in our Superintendents in the last week that I have been considerably confused as to when our outlined plans could be made effective and you got away from Falls Creek before I had a chance to write you, although there is but little to say.

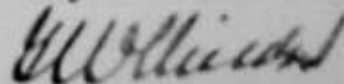
The GREENBRIER Tannery is a nice plant, and Mr. C. A. Cross, your Division Superintendent, is a very nice man to work with. Mr. Zepp leaves GREENBRIER the first of April and you will have but a very short time to familiarize yourself with the conditions, but you will be equal to the emergency, as you are a "finished product" so far as your ability to operate a plant. The GREENBRIER leather is coming very satisfactory and I suggest that you do not take any liberties with it until you get your hand in. This leather is quite a different product from FALLS CREEK and we want the quality of the leather continued as it now is, making a mild, mellow Cow tannage, with about the same gain as it is now running.

Mr. Zepp lives in a house which he built himself. We have an option on this property and shall buy it. Look it over, and if there are any needed repairs, we will make them and put the house in shape for you.

Let me hear from you as soon as you look the ground over, and let me know when you want to move. We expect to pay you \$2500 per annum and pay your moving expenses, which Mr. Beach says is satisfactory to you.

Yours truly,

GWC-A



Union Tanning Company

TANNING DEPARTMENT

17 BATTERY PLACE

W. CHILDS

New York,

April 3, 1917

Mr. S. N. Hench, Supt.,

Greenbrier Tannery,

Marlinton, W. Va.

Dear Sir:

At a meeting of the Executive Committee today, you were appointed Superintendent of GREENBRIER Tannery at a salary of \$2,500.00 per annum. You have been advised in previous correspondence what your duties would be. It is the custom in this Company for Superintendents to pay rent for the houses they occupy, the amount of the rent being added to their salary. It is not yet decided what rent we will charge for the house that was purchased from Mr. Zepp for you to occupy, but whatever the amount is, you will be advised of same and your salary will be increased to cover the amount of the rent and the rent will be payable monthly through the tannery office.

Yours truly,

Geoch

P/D

GEORGE W. CHILDS
FARRAGUT CIRCLE, SUTTON MANOR
NEW ROCHELLE, N. Y.

November 27, 1920

Mr. S. N. Hench,
44 Camden Avenue,
Marlinton, W. Va.

Dear Sam:

I have your letter of the 15th inst., congratulating me on my advancement to the Presidency of the Central Leather Company.

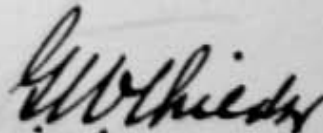
I appreciate your expressions of kindness. I really did not want to take the Presidency of the Leather Company and only took it because it was necessary for the time being; but I hope that I may not be obliged to keep it very long. I have, as you know, been in the Tanning Department for 27 years and am not a "kid" any more, and the old saying, "You can't teach an old dog new tricks", is applicable in my case.

I hope we shall be able to ship you hides very soon and that you may continue to turn out leather of the GREENBRIER type, which is the best of its class.

I trust your family are quite well.

Very truly yours,

GWC/D



CENTRAL LEATHER COMPANY,

TANNING DEPARTMENT.

17 BATTERY PLACE,

NEW YORK, December 27, 1920.

Mr. S. N. Hench, Supt.,

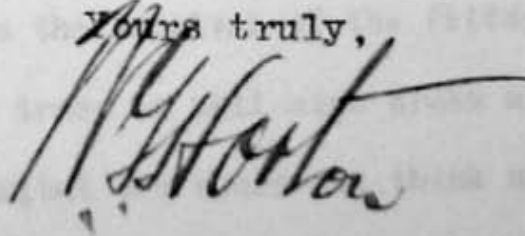
Marlinton, W. Va.

Dear Sir:

(PERSONAL)

We are in receipt of yours of the 25th inst., advising that you have decided to remain with the Union Tanning Company. From the closing paragraph of your letter we infer that the salary agreed upon when you were here is not going to make you fully satisfied in your position as Superintendent of Greenbrier Tannery. If this is the case, there is no need of me making my recommendation to the Executive Committee for an increase of \$1000.00 in your salary, as we feel that you cannot in a dissatisfied frame of mind give the Company the returns you are capable of giving. I, therefore will not place this matter before the Executive Committee until I hear further from you either by wire or letter as I know they will not grant any larger salary increase than \$1000., which really is more than they have authorized me to give you.

Yours truly,



JEH-3

GEORGE W. CHILDS
FARRAGUT CIRCLE, BUTTON MANOR
NEW ROCHELLE, N. Y.

December 9th, 1923.

Dear Sam:-

Your letter of the 16th ult. at hand and I noted carefully your enclosure. Its a problem to be at the head of a corporation these days when demand has fallen off for shoes to such an extent that one might think that people were not wearing shoes, but I have not seen any one going bare-footed. Hides that three months ago were worth twenty to twenty five cents are now worth half the price and the mark down of inventories is like that of 1920 when huge losses were made which condition is being repeated. We have a large number of stockholders, many of whom seem to think that the losses we are making is due to inefficiency of the management and there is much dissatisfaction all along the line. Greenbrier leather holds it own and has been as good seller as anything we have except certain common hide yards. The demand is for cheap stuff which goes faster than we can secure hides with which to make it. Our problem is over-production and substitute heels and soles, coupled with the automobile. People dont walk any more; they ride. The answer seems to be the survival of the fittest and who will be the "fittest"! The entire trade is well nigh broke and we are in about the best of all of them, but one would not think so by our statements. Hope you keep well and am glad you are so philosophical. Glad to hear from you. Do so some more.

Yours truly,

GEORGE W. CHILDS,
17 BATTERY PLACE,
NEW YORK.

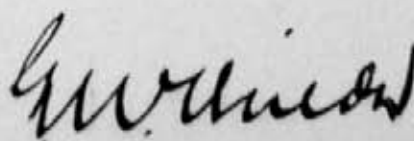
March 15th, 1924.

Dear Sam:-

Your interesting letter of Feb. 7th at hand but I have not had time to reply until this week. I note all you say and wish I might have a talk with you in the good old fashioned way when I would tell you things that I do not care to write. The business of the company has not been very good as you know and the constant fluctuation in the price of hides makes it difficult for to figure ahead with any certainty. All the reasons for the stagnation in the leather business are as I wrote you and are confirmed by the conditions as they come and go in the passing months. The surplus of leather will slowly be absorbed as there is a great reduction in wetting hides by the trade generally. Greenbriar is a good performer and we are proud of it and you are fortunate in your reputation in connection with the tannage. What another year will bring forth is hard just now to foretell. My life's work is nearly past and I am awaiting an opportunity to retire. My health is good but when one reaches seventy he should be pushed out if he does not know enough to get out.

With pleasant memories and good wishes, I remain, as ever,

Yours,



UNION TANNING COMPANY
TANNING DEPARTMENT
17 BATTERY PLACE, NEW YORK

January 23, 1928

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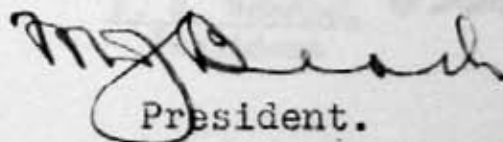
Mr. S.N. Hench, Supt.,
Greenbrier Tannery,
Marlinton, W.Va.

Dear Sir:

The Company has been pleased with your services during recent months and therefore feels that you should receive additional compensation during this year, in appreciation of such services.

Your salary for the months of January, February and March of 1928 will be increased by the sum of \$166.66 per month. Beginning with April of this year, your salary will remain as heretofore, namely \$316.66 per month.

Yours truly,


President.

Dic:MJB-0

THE UNITED STATES LEATHER COMPANY
27 SPRUCE STREET
NEW YORK

OFFICE OF
PRESIDENT



June 10, 1936.

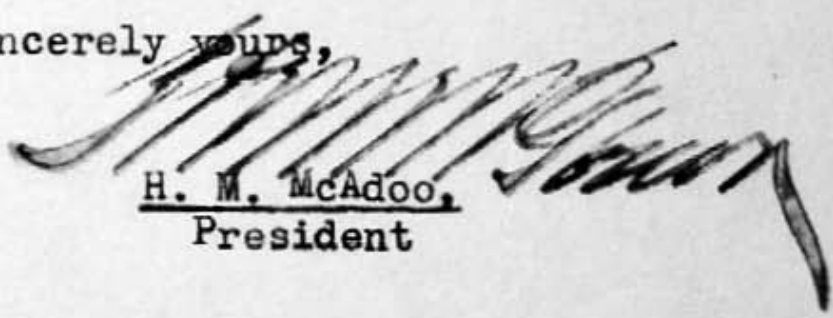
Mr. S. N. Hench, Supt.,
Paw Paw Tannery,
Paw Paw, W. Va.

Dear Mr. Hench:

Thank you very much for your letter
of June 8th and the airplane picture, which I
am more than glad to have.

With kind regards and good wishes, I am

Sincerely yours,


H. M. McAdoo,
President

HMM:SR